

Mentoring Plan for Lawyers Raising and Caring for Families



Revised May 2026

NOTE: If you wish to delete or add activities not listed, confirm with CAMP or your Sponsoring Program facilitator, especially if you plan to apply for CLE Credit Certification.

How to Use This Plan

This curriculum guides mentor-mentee pairs through ten topic areas tailored to the unique challenges and opportunities facing lawyers who are also caregivers — parents, adult-care providers, and those raising families. Check ☐ in the right column as each item is completed. Items marked **REQUIRED** must be completed; for others, complete the minimum number specified. All hyperlinked resources are preserved and clickable.

1. INITIAL PLANNING MEETING, PERSONAL AND PROFESSIONAL DEVELOPMENT (COMPLETE ALL)

Action	Mark Completed
Schedule an initial meeting — in person where practical, or virtually — to prepare a customized mentoring plan. Use the CAMP Initial Goal Plan & Meeting Guide to develop goals for the mentoring relationship.	☐
Discuss best communication methods for each participant and consider scheduling all remaining meetings and activities for the mentoring term — with explicit attention to Mentee’s caregiving schedule and constraints.	☐
In tailoring the plan to Mentee’s interests, discuss long-term career goals and identify ways to achieve them. Specifically address how caregiving responsibilities currently shape those goals and how they may evolve as family circumstances change.	☐
Mentor should introduce Mentee to the office’s attorneys and staff (if not already done), including any attorneys who have navigated caregiving challenges and may serve as informal role models.	☐
Include in the meeting a professional identity discussion: inclusiveness and diversity, work-life integration, mental health and substance use issues, and how	☐

Action	Mark Completed
Mentee identifies themselves as a caregiver. Specifically discuss how caregiving is part of Mentee's professional identity, not separate from it.	
Build rapport using the following five-step framework: 1. Shift your mindset to "I am worthy of mentoring." 2. Look for indicators of shared humanity with your mentoring partner. 3. Identify one thing you can appreciate about your mentoring partner. 4. Listen to understand — not just to respond. 5. Be open, not transactional.	☐
Discuss communication norms for the mentoring relationship: • Preferred platforms (email, text, video call, in-person). • Response-time expectations that realistically account for Mentee's caregiving obligations. • How to handle cancellations and rescheduling when caregiving needs arise unexpectedly. • Confidentiality expectations within the mentoring relationship.	☐

2. THE COLORADO BAR AND LEGAL COMMUNITY (COMPLETE AT LEAST ONE)

Action	Mark Completed
Discuss the benefits of the Colorado Lawyer Assistance Program (COLAP) and how it can be a resource to caregiver-parents who may need confidential assistance for any career challenge that interferes with the ability to be a productive member of the legal community — including but not limited to: Practice Management, Work/Life Integration, Stress/Anger Management, Anxiety, Depression, Substance Use, and Relationship Issues. • Discuss how to access COLAP services confidentially, and reassure Mentee that using COLAP is a sign of strength, not weakness. • Discuss how COLAP resources may be particularly valuable during high-stress caregiving periods — a new child, an ill family member, a custody situation, or elder care demands. • Share Mentor's own experience with COLAP or similar support resources, if applicable.	☐
Attend a meeting of an organized bar association or attorney networking event together, with particular attention to groups that support caregiver lawyers: • CBA sections and committees relevant to work-life balance and flexible practice models. • Discuss the advantages of bar involvement and how Mentee can maintain bar participation during high-demand caregiving periods. • Explore virtual and hybrid bar participation options that work around caregiving schedules.	☐

Action	Mark Completed
Discuss local, state, and national associations available, including any in Mentee's specific practice area.	
Discuss online and virtual community-building for caregiver lawyers: - National and local networks for lawyer-parents and caregiver attorneys. - LinkedIn communities and professional groups where caregiver lawyers share resources and strategies. - How virtual participation in professional communities has expanded options for attorneys with caregiving demands.	☐

3. DEVELOPING PROFESSIONAL IDENTITY & LAWYER WELL-BEING (COMPLETE AT LEAST TWO)

Action	Mark Completed
Professional Identity Formation: Help Mentee articulate their "Professional Identity" as a lawyer — one that fully incorporates their role as a caregiver, not one that treats caregiving as competing with professional identity. Use John Bliss' The Professional Identity Formation of Lawyers to facilitate discussion. Explore: - Why did Mentee choose the profession of law, and what do they seek to accomplish? - What characteristics, skills, and attributes does Mentee have that will allow them to find professional success — including the skills developed through caregiving (patience, empathy, prioritization, adaptability)? - Who in Mentee's personal and professional community will support them in finding professional success? - How does Mentee's caregiving role inform and enrich their professional identity — rather than diminish it?	☐
Well-Being Assessment: Engage Mentee in a self-reflective exercise on the six dimensions of well-being. Use the ABA Well-Being Toolkit for Lawyers and Legal Employers to build an action plan addressing self-identified gaps: Emotional: Recognize and manage emotions; seek mental health support when needed. Caregiver lawyers often deprioritize their own emotional health while attending to others. Occupational: Cultivate satisfaction, growth, and financial stability. Discuss how caregiving affects compensation, advancement, and career trajectory — and how to plan proactively. Intellectual: Pursue continuous learning and creative challenges, even in the time-constrained reality of caregiving life. Spiritual: Develop a sense of meaning and purpose. Caregiving itself is often a profound source of purpose. Social: Build connection and belonging. Caregiver lawyers often experience professional isolation — intentional connection is essential.	☐

Action	Mark Completed
• Physical: Maintain activity, nutrition, sleep; minimize harmful substance use. Sleep deprivation from caregiving makes intentional physical health especially critical.	
Resilience Planning: Engage Mentee in a reflection on resilience — particularly the resilience required to sustain a legal career while meeting the continuous demands of caregiving. Consider: • Three Ways Lawyers Can Become More Resilient • Survival Skill No. 1 for Lawyers: Emotional Resilience • Discuss the particular resilience demands of caregiver practice: unpredictability, interrupted sleep, dual loyalty, and the emotional weight of responsibility in both domains. • Identify what Mentee will do to replenish resilience during especially demanding caregiving periods.	☐
Engage Mentee in a conversation about support systems. Who are their personal and professional support people? What additional support resources do they need? • Map the current support ecosystem: who provides childcare or elder care, who covers professionally when needed, who provides emotional support. • Identify gaps in the support system and make a plan to address them before a crisis arises. • Discuss how to ask for and accept help — including the psychological barriers to doing so. • Discuss how technology (care management apps, scheduling tools, telehealth) can extend the support system.	☐
Discuss financial well-being as a caregiver lawyer: • The financial impact of caregiving on career trajectory: reduced hours, leaves of absence, career pauses. • Planning for childcare or elder care costs as a professional expense. • Student loan repayment strategies, including income-driven repayment and PSLF for public-sector caregiver lawyers. • Long-term financial planning: retirement savings, disability insurance, and emergency funds that account for caregiving volatility.	☐

4. COLORADO RULES OF PROFESSIONAL CONDUCT, PROFESSIONALISM, AND CIVILITY

Action	Mark Completed
REQUIRED (complete with at least one activity from the list below)	
Core Ethics Discussion (Required): Discuss how attorney wellness corresponds with an attorney's ethical and professional duties pursuant to the Rules of Professional Conduct and professionalism generally:	☐

Action	Mark Completed
- The connection between impairment, competency, and the duty of diligence under Colorado RPC 1.1 and 1.3. - How chronic fatigue, stress overload, and caregiver burnout can affect professional judgment and client service — and the ethical obligation to recognize and address this. - Resources available to Colorado attorneys who are struggling: COLAP, bar assistance programs, and peer support. - Technology competency obligations under RPC 1.1, Comment [8] — including how AI tools can support caregiver lawyers by reducing administrative burden and increasing efficiency.	
COMPLETE AT LEAST TWO OF THE FOLLOWING	
Discuss how to screen for, recognize, and avoid conflicts of interest — including conflicts that may arise from changes in practice setting or work arrangements.	☐
Work with Mentee to develop communication and leadership skills for professional working relationships. Consider: Fire & Ice: An Associate's View of Partners Pro Tips for Your First Assignment as an Associate Six Ways to Work Successfully With Support Staff	☐
Discuss competency and professionalism during discovery, including e-discovery obligations, proportionality, and ethical production duties.	☐
Discuss how to prepare for negotiation: when and how it is initiated, how to involve the client, ethical obligations of negotiators, and skills needed to negotiate effectively.	☐
Discuss the Colorado RPC as applied to unbundled and limited-scope services — a model particularly relevant to caregiver lawyers seeking flexibility: Colorado Formal Ethics Opinion 101 ABA Unbundling Resource Center DU Unbundling Best Practices	☐
Discuss appropriate ways to handle situations where a lawyer believes another lawyer has committed an ethical violation or acted unprofessionally; the obligation to report misconduct; and how to handle pressure from a senior colleague to act unethically.	☐
Discuss the grievance process and a lawyer's duty to cooperate with a disciplinary investigation.	☐
Have coffee with opposing counsel to practice discussing different perspectives and objectives from both sides of a matter.	☐

Action	Mark Completed
Discuss the benefits of the Colorado Bar Association Ethics Hotline. <i>Certain members of the CBA Ethics Committee are available for brief discussion of immediate ethical dilemmas. Attorneys are asked to do their own research prior to calling. Call CBA at 303.860.1115 or 800.332.6736 (in-state only). Hotline responses do not necessarily reflect the thinking of the Committee as a whole.</i>	☐

5. THE MYSTIQUE OF "FLEX TIME" (COMPLETE AT LEAST TWO)

Action	Mark Completed
LAW FIRM POLICIES Many firms will say they have alternative schedules, but do not have a written policy — which may reflect a lack of dedication on the part of the firm. Firms should have a specific written policy with fair and steadfast guidelines that are available to — and publicized for — all attorneys. If a policy is not addressed, attorneys will likely assume it is discouraged. It is important to ensure a policy is in place, rather than discovering options through informal networks and word-of-mouth. • Discuss with Mentee whether their firm has a written flex-time or alternative work arrangement policy. • If no written policy exists, discuss how Mentee intends to take advantage of any unwritten or informal policy, and whether Mentee might successfully petition the firm to adopt a written policy. • If a written policy does exist, discuss the terms of that policy and whether Mentee will utilize it to improve work-life integration. • Discuss how to negotiate a flex-time arrangement: who to approach, how to frame it, what to offer in return, and how to document the agreement. • Discuss how AI tools and remote-work technology have fundamentally changed what “flexible” means — and how to make the case that outcomes, not hours, should be the measure of performance.	☐
GENDER & “THE MOMMY TRACK” Flexible scheduling is no longer only a women’s issue. Women are the growing majority in law firms and often place as much emphasis on their careers as on caregiving. This creates space for men to spend more time with their families without sacrificing household income. Men can be just as conflicted about time away from home; they just tend to be less vocal about it. Many men, adoptive parents, single parents, and non-traditional families feel as though flex-time policies are not available to them. Too often lawyers mistakenly believe that the “mommy track” is reserved for women. Discuss: • If Mentee identifies as a man or non-traditional parent or caregiver, does Mentee view flex time in their firm as available to those other than traditional female mothers?	☐

Action	Mark Completed
• What are Mentee’s fears and concerns about being a non-traditional user of the flex-time policy, and what strategies can help Mentee overcome those challenges? • Discuss how caregiving responsibilities are distributed in Mentee’s household and how that affects who is the “visible” caregiver at work. • Discuss the cultural and organizational shift required for flex time to be genuinely available to all caregivers — and what Mentee can do to be part of that shift.	
ECONOMICS <i>“I am afraid of receiving marginal work.”</i> Firms are always looking for rainmakers and value attorneys who have excellent client relationships. If you prove that you are an expert in your area and simply want to balance your lifestyle, firms will continue to provide you with challenging work. Attorneys who know your value will continue to bring you interesting, complex projects. Discuss: • How Mentee can demonstrate and communicate their value so that reduced hours don’t translate to reduced opportunity. • Strategies for maintaining high-quality client relationships and visibility while working a non-standard schedule. <i>“If I am part-time, I will blow my chances of one day becoming partner.”</i> Part-time partners are a rarity, but not necessarily because firms won’t allow it — many simply don’t pursue it. With today’s technology, firms recognize that attorneys don’t have to be at their desk to be working. Discuss: • Whether Mentee shares common fears about flex-time schedules and how to overcome them. • The firms and practice settings where flexible and part-time partner tracks have become real options. • How to seek out firms that prioritize flexibility, and what questions to ask during lateral interviews or firm evaluations.	☐
TEAMWORK Resentment and isolation by colleagues are legitimate concerns for attorneys who decide to work an alternative schedule. Aside from proving continued valuable contribution, it is up to the firm itself to publicize its support for flex-time arrangements and make clear they are a viable option for everyone, not just a chosen few. Discuss: • How to balance a flexible working arrangement with team goals and obligations. • The benefits of working in teams vs. individually when it comes to maintaining work-life integration and taking advantage of flexible arrangements. • How to communicate schedule and availability clearly so colleagues can collaborate effectively.	☐

Action	Mark Completed
- How to proactively offer reciprocal support to colleagues so that flex-time feels like a shared benefit rather than a special accommodation. - How to manage coverage for caregiving emergencies without creating resentment or disruption.	
BUSINESS DEVELOPMENT Firms and organizations increasingly have diversity requirements when it comes to hiring. They recognize that flexibility equals higher morale, which ultimately equals higher retention. They appreciate the “institutional knowledge” of their counsel and have no desire to continuously train new attorneys. Discuss Mentee’s business development concerns associated with flex time, and create a business development and retention plan: - How to maintain visibility and client relationships on a non-standard schedule. - Networking strategies that work around caregiving obligations: virtual networking, early morning or lunchtime events, strategic bar committee involvement. - How to communicate availability and responsiveness to clients in a way that instills confidence regardless of schedule. - How to build a practice that is sustainable over the long arc of a caregiving career, not just for the current caregiving phase. - Discuss the business case for flex time: client relationships, quality of work, and mental health are more important than hours in the office.	☐
AI AND TECHNOLOGY AS FLEX-TIME ENABLERS Technology has fundamentally changed what “flexible” looks like in legal practice. Discuss how AI and technology tools can support caregiver lawyers in working effectively on non-traditional schedules: - AI-assisted research and drafting tools that reduce time spent on routine work. - Practice management software, client portals, and secure communication tools for serving clients effectively from anywhere. - Asynchronous communication norms and how to set clear expectations with clients and colleagues. - How to evaluate and adopt new tools without disrupting workflows or creating new sources of stress.	☐

6. ACHIEVING SUCCESS AS A CAREGIVER LAWYER

Action	Mark Completed
REQUIRED (complete with at least one activity from the list below)	
SHORT- AND LONG-TERM PROFESSIONAL GOALS	☐

Action	Mark Completed
Mentor and Mentee should work together to define Mentee’s short- and long-term professional goals. Included in this discussion should be aspirations of leadership in community and civic arenas, as well as in law practice. If Mentee has professional aspirations outside the practice of law, those professional goals should also be discussed. • Create a 90-day, one-year, and five-year professional goal map. • Discuss how current caregiving responsibilities affect the timeline and sequencing of professional goals. • Identify goals that can be actively pursued during high-caregiving periods vs. those better deferred to a different season of life.	
SHORT- AND LONG-TERM PERSONAL GOALS Mentor and Mentee should work together to define Mentee’s short- and long-term personal goals, including family, travel, and wellness aspirations. • Discuss how personal goals and professional goals interact and support — or compete with — each other. • Identify personal goals that are non-negotiable — the commitments that define what a successful life looks like regardless of career outcomes. • Discuss how to protect personal goal pursuit during periods of intense professional demand.	☐
ASSESSMENT OF CURRENT PROFESSIONAL & PERSONAL DEMANDS Mentor and Mentee should assess the current professional and personal demands on Mentee’s time. The goal is to help Mentee understand all the minor and major strains on their time and resources and to accurately assess their current stress level. A helpful exercise includes a stress self-assessment. • Map Mentee’s current weekly schedule across all domains: professional, caregiving, personal, and community. • Identify the highest-demand periods of the day, week, and year — and build plans around them. • Discuss the difference between temporary high-demand periods and chronic overload, and what each requires in response.	☐
ASSESSMENT OF CURRENT PROFESSIONAL IDENTITY Ask Mentee to answer the question “What do you do?” to initiate the conversation about professional identity. Work with Mentee to expand the answer to include a broader definition of Mentee’s strengths, interests, and professional passions — and how caregiving is part of that full picture.	☐
COMPLETE AT LEAST TWO OF THE FOLLOWING	
DEFINING “EFFICIENCY” What is the difference between effectiveness and efficiency? Effective (adj.): Adequate to accomplish a purpose; producing the intended or expected result.	☐

Action	Mark Completed
Efficient (adj.): <i>Performing or functioning in the best possible manner with the least waste of time and effort.</i> Being effective is about doing the right things; being efficient is about doing things right. Work with Mentee to evaluate the people, issues, and pursuits which take up Mentee’s time to: (1) define “efficiency” and “effectiveness” for Mentee, and (2) determine whether those pursuits are both effective and efficient. • Identify the two or three activities that generate the most professional value — and protect time for those first. • Identify the activities that consume time without generating proportionate value — and discuss reducing, delegating, or eliminating them. • Discuss how AI tools can increase efficiency in research, drafting, and routine communications, freeing time for higher-value activities and caregiving.	
DEFINING PROFESSIONAL & PERSONAL “SUCCESS” Work with Mentee to create a sustainable and fulfilling definition of professional and personal success for themselves. • Traditional concepts of success (wealth, power, prestige) and their limits — from Scrooge to Foster Kane, conventional goals often fall short of true fulfillment. • Unconventional paths: those who followed purpose-driven routes and found ultimate satisfaction in the work itself. • Finding your definition: picture yourself with all time and resources — what would you do? How would caregiving fit into that picture? • Build 2–3 primary goals from that foundation. Your definition of success also dictates your definition of failure — you’ve only failed if you’ve given up. • Discuss how the definition of success may legitimately evolve through different caregiving seasons of life.	☐
VISIONING BALANCE & INTEGRATION Start by considering three principles: be real, be whole, and be innovative. • Be real: Act with authenticity by clarifying what’s truly important to you. • Be whole: Act with integrity by recognizing how the different parts of your life — work, home, community, self — affect one another. • Be innovative: Act with creativity by experimenting with how things get done in ways that are good for you and for the people around you. Doing this means thinking and talking about what truly inspires you and figuring out how to take incremental steps that are under your control and that move you in the direction you want to go, while bringing others along with you. Your own way is the only way that will work for you. • Discuss how Mentee’s current work-life integration aligns with these three principles — and where it falls short.	☐

Action	Mark Completed
Identify one concrete experiment Mentee can try in the next 30 days to improve integration.	
SETTING LIMITS Work with Mentee to develop limits for work time and personal time, and a plan to communicate those limits and address situations when they are violated: 1. Know your values. Understanding your values helps you determine where you'd like to set boundaries. By knowing your values, you can set up systems that help you get those needs met. 2. Communicate clearly. Lay out your limits clearly. Tell colleagues and clients the hours you will be available for work-related conversations. Also communicate what constitutes an "emergency" and what does not. 3. Bring up a boundary or violation right away. When boundaries are violated, address them in the moment or very close to it. Waiting weeks or months causes the violation to lose its context and your response to lose its power. 4. Create structure. Use agendas with start and end times. Replace open-ended interruptions with scheduled check-ins. 5. Set boundaries at home. Check email before dinner, then put away devices. Protect at least one full day offline per week to replenish mental, emotional, and spiritual reserves. 6. Focus on concrete explanations. Frame boundary explanations in terms of how they affect other projects, clients, or outcomes — not just personal preference. Open the door to negotiating mutually beneficial options. 7. Prepare for violations. Visualize your boundaries being crossed and decide in advance how you'll handle those situations. Having a plan means you won't be hijacked by emotions in the moment. 8. Anticipate pleasant surprises. At times, difficulties can work themselves out. A scheduling conflict may free up time for a family priority. Notice and appreciate when this happens. 9. Celebrate small and big victories. Create a gratitude practice and remember to appreciate the small victories of each day. Additional Resources: <i>The Power of Full Engagement</i> by Jim Loehr and Tony Schwartz <i>Getting Things Done</i> by David Allen <i>Failure to Communicate</i> by Holly Weeks	☐

7. WINNING THE BATTLE OF "DOING IT ALL" (COMPLETE AT LEAST ONE)

Action	Mark Completed
ASKING FOR HELP Even in today’s world, it takes a village to raise a child — or to provide excellent care to an aging parent or family member with a disability. Asking for help requires humility but seeking support is one of the biggest keys to success, especially for single parents and solo caregivers. Many caregiver lawyers fail to see the ultimate downside of not asking for help: incomplete or poorly completed projects, burnout, isolation, and anxiety/depression. • Discuss with Mentee the support systems available to them to seek help when necessary. • If no support system is in place, work with Mentee to envision and create support systems in their personal and professional worlds. • If support systems are in place, discuss how and when those systems will be activated. • Discuss the psychological barriers to asking for help — perfectionism, pride, fear of appearing incompetent — and strategies to overcome them. • Discuss how AI tools and technology can serve as a layer of the support system: automating routine tasks, reducing cognitive load, and creating time for caregiving.	☐
EQUITABLE IS NOT EQUAL Achieving a balance between career and caregiving doesn’t mean time is split evenly. Successful caregivers understand that there will be times when family will need more attention and times when a career will demand more energy. They don’t try to divide time equally; they remain flexible, evaluate their progress, and readjust to meet the demand. • Discuss how Mentee evaluates their effectiveness at balancing professional and personal demands. • Discuss how Mentee can overcome the natural impulse to devote equal time to each endeavor. • Discuss how to recognize when the balance of pursuits has become untenable and what to do about it. • Discuss how to communicate seasonal imbalances to supervisors, partners, and clients proactively rather than reactively.	☐
DON’T NEGLECT YOURSELF There’s a reason airlines say to put on your oxygen mask before assisting others. If you don’t take care of yourself first, you won’t have anything left to give. When you’re feeling overtired and stretched too thin, those are the times you need “me time” the most. Successful caregivers know that taking care of themselves helps their efficiency and productivity over the long term. • Discuss Mentee’s plans for taking care of themselves: sleep, eating, and daily physical activity.	☐

Action	Mark Completed
• Develop a self-awareness practice for noticing when Mentee needs to put on their own oxygen mask. • Take the Rest Quiz to identify areas where Mentee may be lacking adequate rest. • Discuss COLAP as a confidential support resource when self-care is not enough on its own.	
NO AWARD FOR GUILT Most caregivers would rather not work full-time, but for many families it isn't an option for one person to stay home. At the same time, many caregiver-professionals deeply want to give their work full-time attention. Lawyers who successfully balance work and home life don't waste time and energy on guilt. Instead, they either work on a plan to solve the problem — like working flexible hours — or they accept the situation and focus their energy on doing both well. • Discuss the role guilt plays in forming Mentee's narrative about whether they are effective as a caretaker and as a professional. • Discuss what purpose guilt serves for Mentee — is it motivating, paralyzing, or both? • Discuss strategies to limit the amount of guilt felt when working and when not working. • Keep the definition of yourself flexible — audit what's working and what isn't. Patterns may indicate shifts in goals, aspirations, and family needs. • Discuss how to reframe the narrative: from "I'm never enough in either place" to "I am fully present where I am, and I am enough."	☐
PLANNING FOR CAREGIVING EMERGENCIES AND TRANSITIONS Caregiving is unpredictable. A child's illness, a parent's health crisis, or a care provider leaving suddenly can disrupt even the best-laid professional plans. Discuss: • What is Mentee's backup plan for caregiving emergencies during work hours? • How does Mentee communicate with supervisors, partners, and clients when a caregiving emergency affects availability? • How does Mentee handle the transition back to full engagement after an intensive caregiving period? • Discuss parental leave and caregiver leave policies in Mentee's organization — and how to use them without fear of professional consequences.	☐

8. PUBLIC SERVICE & WORK-LIFE INTEGRATION (COMPLETE AT LEAST ONE)

Action	Mark Completed
Get acquainted with legal aid programs, local pro bono programs, volunteer boards, and other opportunities for civic and charitable legal service. Discuss the benefits of volunteer legal service: substantive learning, mentorship, networking, and referrals. Discuss how to overcome impediments — particularly the time constraints of caregiving — to undertaking such work. • Colorado Legal Services, Metro Volunteer Lawyers, and other CAMP-affiliated programs. • Discuss pro bono options that work within caregiving schedules: document review projects, clinic shifts with defined hours, remote and virtual pro bono. • Colorado's aspirational standard of 50 hours per year and how to work toward it in a caregiving context.	☐
Mentee attends a civic club or community service activity in which Mentor participates. Discuss the professional and personal value of community engagement — and how community involvement can provide a sense of purpose and connection that enhances, rather than competes with, caregiving life.	☐
The pair participates in a bar-sponsored or other volunteer program delivering legal services to the public. Discuss the reasons for making time for this work — including how it connects to Mentee's sense of professional purpose and models for their family what it means to give back.	☐

9. DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (COMPLETE AT LEAST TWO)

Action	Mark Completed
Discuss what diversity, equity, inclusion, and accessibility mean to both Mentee and Mentor, and how these concepts manifest in the legal profession — including how caregiving responsibilities intersect with gender, race, disability, and other dimensions of identity. Create a safe space for conversation on how the profession can improve. Describe an ideal practice based on these principles.	☐
Discuss the dimensions of identity for Mentor and Mentee. Which identities are most salient? How have they served each person in the legal profession? How have they created challenges or limitations — including in the context of caregiving?	☐
Discuss roadblocks and challenges each may have experienced due to underrepresented identities, including challenges specific to being a caregiver lawyer. What strategies were used? What resources were helpful? What was missing?	☐

Action	Mark Completed
Engage in a cultural empathy self-assessment using the Cultural Competence Self-Assessment Checklist . Discuss how cultural empathy supports effective legal representation and a more equitable legal community.	☐
Attend a diversity awareness or training workshop or CLE together. Discuss takeaways and next steps. See: CBA-CLE Equity, Diversity & Inclusion Courses	☐
Discuss various career paths and how they relate to Mentee’s personal and professional identities and caregiving goals: - Examine resources for underrepresented attorneys in organizations appropriate to Mentee’s career path. - Discuss how different paths (Big Law, small firm, government, corporate, legal aid) differ in their support for caregiver lawyers — including leave policies, flex-time culture, and workload predictability.	☐
Discuss DEI specifically in the context of caregiver lawyers: - How caregiving responsibilities disproportionately affect women, single parents, and attorneys of color in the legal profession. - How the legal profession’s advancement structures (billable hours, partnership tracks, networking norms) were designed without caregivers in mind — and what systemic change looks like. - How Mentee can advocate for more equitable caregiving policies in their organization — parental leave, caregiver leave, flex-time, and remote work options. - How to be an ally for other caregiver lawyers, including those who are less able to advocate for themselves.	☐

DEI Resources

Videos:

- [Reimagining Law: DEI in the Legal Profession — What’s Working and What Isn’t](#)
- [Reimagining Law: Systemic Racism in the Legal Profession](#)
- [Reimagining Law: Supporting LGBTQ+ Legal Professionals](#)
- [Reimagining Law: Creating a Sense of Belonging in the Legal Profession](#)
- [Reimagining Law: How Lawyers Can Combat Discriminatory Behavior](#)

Articles:

- [Commission’s DEI News and Articles](#)
- [3 Ways Lawyers Can Promote DEI with the CBA Racial Justice Coalition](#)
- [Inclusive Language is Allyship](#)

American Bar Association:

- [Bias Interrupters Project](#) — You Can’t Change What You Can’t See: Interrupting Racial and Gender Bias in the Legal Profession
- [Model Diversity Survey](#) from the Commission on Racial and Ethnic Diversity in the Profession
- [Implicit Bias Videos and Toolkit](#) from the ABA Diversity and Inclusion Center

10. INTEGRATION AND DEVELOPMENT OF "WHOLE-PERSON LAWYERING"

Action	Mark Completed
COMPLETE AT LEAST TWO OF THE FOLLOWING	
This component addresses the unique contribution of the Mentee to the legal profession while working with the Mentor to shape an approach that expresses the whole person as a lawyer — one for whom caregiving is not a detour from professional identity but an integral part of it: • What are your values and how do they fit with your choice to become an attorney? How do your values as a caregiver and your values as a lawyer reinforce each other? • Do you have a spiritual context — a religion, relationship with nature, or guiding philosophy? How does it shape why and how you practice? How does it ground you during the most demanding caregiving and professional seasons? • What are your hobbies and how do they connect with your professional life? How do you protect time for the activities that restore you? • What talents express the most essential parts of your personal identity? Do you feel you are fully expressing all dimensions of your perspective and experience? • What are the key relationships in your life? How are they integrated into your professional life — and how does caregiving shape those relationships? • What would your ideal integration of personal and professional life look like — not someday, but in this season of life? • How does your history — including your own experience of being cared for — shape why you became a lawyer and how you practice? • How do your hopes and dreams for the future — for yourself and for your family — affect your professional decisions? • At the end of your career, what would you like to have accomplished? How does the answer connect to your role as a caregiver? • Do an activity related to the Mentee's personal interests to build the mentoring relationship outside a formal legal context.	☐
Discuss caregiving as a professional strength, not a professional liability: • The skills developed through caregiving — empathy, patience, prioritization, adaptability, crisis management — are transferable professional skills. • How Mentee's experience as a caregiver makes them a more human, more effective, and more empathetic advocate and counselor. • How to articulate caregiving experience as part of a professional narrative, not something to hide or apologize for.	☐

Action	Mark Completed
Discuss the legacy Mentee hopes to build through their career — as both a lawyer and a caregiver: • What kind of professional culture does Mentee want to help create for the next generation of caregiver lawyers? • How can Mentee model for their own family what it looks like to pursue meaningful work with integrity while also being fully present as a caregiver? • How can Mentee be an advocate within their organization or the broader profession for policies and cultures that support caregiver lawyers? • How can Mentor support Mentee in building and sustaining that legacy over the long arc of a career and a caregiving life?	☐

This mentoring plan is a living document. Pairs are encouraged to revisit goals, adjust activities to fit emerging needs, and document their progress throughout the mentoring term. For questions, modifications for CLE credit, or program support, contact the Colorado Attorney Mentoring Program (CAMP).